

that day. She explained the position to me, and told me that I would have to resign from TBN and be rehired by National Minority TV, Inc. ("NMTV"). She made clear that I understood that NMTV was a separate corporation, that I wouldn't be part of TBN any more. She told me that NMTV was a nonprofit corporation which had a minority-controlled Board that was separate from TBN's Board and that she, Dr. Crouch, and David Espinoza were the directors. Dr. Crouch was the president, and Mrs. Duff told me that she was an officer, a vice-president, I think. She told me that I would lose my TBN benefits if I took the job. She ended the discussion by saying that she would talk to Paul and let him know that I was interested in the position. I later spoke with Dr. Crouch who acknowledged that I had expressed an interest in the position. We agreed that we would think and pray about it. Because of my involvement in churches and ministries serving minorities, such as my pastoring the Living Hope Church, and my involvement in recruiting minority guests as a producer and host of the Joy program, I was enthusiastic about the prospect of joining a minority-owned company named National Minority Television.

10. As shown in Tab A, I applied for the station manager's position on October 10, 1989. Around that time I had another discussion with Mrs. Duff, at which we

discussed whether my wife Connie might also be employed at the station. Connie submitted an application later that week. In that time period I also called the Portland Chamber of Commerce and asked for information about the city. After I had read it Connie and I began to get excited about the prospect of moving to Portland. We decided to fly to Portland, check out the city, and look at homes, which we did on the weekend of November 3-5. Just before we made our plane reservations I asked Dr. Crouch about the status of my application. I told him that I was on the verge of flying to Portland at my own expense, and I didn't want to spend the money if there were no realistic chance of being hired for the job. He said, "I think we can do this...", which I interpreted as meaning that I would probably get the job.

11. When I returned from Portland Jane Duff asked me to come to her office, and she told me, in so many words, that I was being hired. Later I began to meet with Jane for training. She told me about what she expected the station manager to do, reviewed who she had hired at the Portland station, and informed me of the FCC's rules and policies, such as its EEO policies, that I would be expected to know. She told me that it would be my responsibility to produce local programming responsive to the community's needs, particularly the top five problems we ascertained in Portland. She explained

how to do ascertainments, but she emphasized that I would be responsible for building the station's studio and producing local programming. Mrs. Duff made clear that she was going to be my boss, and that I would be reporting to her. She mentioned during these meetings, again, that NMTV was a separate corporation from TBN and that I would be leaving TBN and losing my TBN benefits by taking a job with NMTV. I did lose my benefits. Until NMTV's insurance picked me up after 90 days of being an employee, I had no dental or life insurance benefits, and I continued my TBN medical coverage by paying the premiums out of my own pocket.

12. In my early discussions with her, Mrs. Duff also told me about NMTV's purposes, which I can generally paraphrase as three prong: to provide minorities with an opportunity to become involved in station management; to produce and broadcast programming that responds to the needs of the minority community using minorities in the programming; and to preach the gospel. We discussed that we would complete NMTV's local studio and then use it to produce local programs to serve the minority community. That was NMTV's intention and plan from the beginning of my involvement. I also learned from Mrs. Duff that, because NMTV had a minority owned board, the Commission's guidelines allowed TBN and Paul Crouch to have an interest in it.

13. Mrs. Duff also talked about the job that my wife, Connie, would fulfill at the station and hired her. We discussed the salary that Connie would be paid, as well as mine. I would be paid the same amount that I was then receiving from TBN. It was explained, however, that this would be the equivalent of a raise because the cost of living, especially housing, was lower in Portland. I formally took over the job of station manager on January 1, 1990.

14. When I got to Portland, the station had just begun to operate on a short, 8 hour per day schedule, and all the people then working at the station had been hired by Jane Duff. This surprised me then, because I knew that at TBN Jane wasn't normally involved in the hiring of station staff personnel. As instructed, I reported to Mrs. Duff, and received instructions from her concerning matters having to do with the operation of the station. Once again, this is unlike the practice at TBN, where the Trinity owned stations, and the "O & O's," report to a different person, Terry Hickey. TBN's managers reported to Terry Hickey when I moved to Portland, and my conversations with Trinity and Trinity "O & O" station managers at the January affiliates' meeting confirm that this is still the case.

15. I am required to seek Mrs. Duff's approval for all expenditures of over \$500. I speak with her at least

twice or three times a week. When I want a pay raise for my employees I talk to Mrs. Duff. When I need to hire another employee, I have to clear it with Mrs. Duff. On occasion she will approve the hire during our conversation. On other occasions she tells me that she has to check with the Board. Almost every time I talk with Mrs. Duff about a hire she asks me how our EEO program is going, tells me to check what our EEO profile is, and asks about the sources I am going to consult to obtain job applicants.

16. Although Mrs. Duff has emphasized that NMTV is a separate corporation from TBN, NMTV's Portland station is a program affiliate of TBN and TBN or TBN employees provide a number of services to NMTV. We have a written affiliation agreement with TBN which is in the station's public file. NMTV may take all of TBN's program schedule, which we did until we began producing local programming when our studio was completed. NMTV has the legal right to reject TBN programming, although we have never done so, and to substitute programming if we wish, which we have done to insert local programming. Our programming agreement is not exclusive; TBN programming is viewed on cable systems in the Portland market which we were not carried on.

17. Mrs. Duff told me, probably during my training sessions, that TBN provides accounting services to NMTV.

TBN collects NMTV's accounts receivable, collects our contributions, provides for the payment of our accounts payable (except for small accounts which I'll discuss later), and handles our payroll. KNMT-TV station personnel collect the information from our employees about hours worked, note days taken for sick leave, etc., and transmit this information to California for payroll processing. Our checks are drawn on an NMTV account in California and mailed to us for distribution at the station. If we have any problems with our checks or questions about how many days of sick leave we have left we call TBN's personnel department. We have a local bank account in Portland to handle petty cash and small expenses.

18. When I first came to work for NMTV I was told by Mrs. Duff that Ben Miller, whom I know works for TBN, works as an engineering consultant for NMTV. On occasion my chief engineer will ask me something of a technical nature which I can't answer, so I will tell him to check with Ben. Sometimes he will simply ask me if he can call Ben, knowing that I don't know the answer. I don't know what Ben is paid, or even if he is paid, but I do know that Mrs. Duff told me that he is a consultant for NMTV and that I have consulted with him, or authorized members of my staff to consult with him, concerning technical engineering matters.

19. Mrs. Duff told me that when I first got to Portland my first priority, and what became the major drain on my energy and attention for the next two years, would be to supervise the construction of our studio so that we could do local programming. At first I thought that the studio would be finished by December 1990, but experience showed me that this estimate was wildly optimistic. Finishing the studio was my first priority, but it was not an easy one to fulfill. I had a sense of urgency about the studio, since I knew that most of our plans, and the plans that were closest to my heart, such as local program production and our minority-oriented local programming, depended on the construction of the studio.

20. When I refer to construction, what I mean is renovation. When I arrived in Portland construction turned into a nightmare. There were constant problems with the contractor's work and constant haggling with the contractor. The contractor often was not available. The subcontractors would often refuse to return to fix problems because they hadn't been paid by the contractor. Problems cropped up during construction, like 4,000 square feet of asbestos that had to be removed. The contractor did some very poor work. For example, the heating and air-conditioning installed was substandard and had to be replaced. The contractor mounted the

lighting grid on a lightweight frame suspended from the ceiling and, because the ceiling was slightly sloped at that end of the building, installed the light grid on an angle. Not only was the light grid not sturdy enough to support the weight of the lights, the lights could not be properly directed because the pipes were not properly anchored. To use another example, the contractor did not install a door large enough to accommodate sets from the outside. He continued to deny that such access was needed, and we eventually had another contractor install the necessary door.

21. The scope of the remodeling, the slow pace at which the contractor worked, and the errors that had to be corrected, often with much haggling and dispute, continually postponed the opening of the studio. It took roughly two years for the studio to be complete enough for us to begin local production, and the studio is not totally complete to this day. Once we could we began production of local programs and instituted local service to the minority community. Specifically, we began production on Joy In the Morning in the Portland studios in June of 1992, of Northwest Focus in August of 1992, and Northwest Praise the Lord in September of 1992. These programs and their minority service are described further below.

22. When I left TBN I left the Joy show and the

production and hosting responsibilities were taken over by Jay Jones. Jay did the show for some months, but for one reason or another the show was not satisfactory. It was then decided to have me do the show again. I was asked to come back to be the assistant producer and host of the Joy show, but, since our studios in Portland were still under construction, I had to fly to California once a month for five days to produce a month's worth of shows in TBN's studios. I began this commuting several months before our Portland studios were ready, and it continued until our studios were finally completed and the program production moved to Portland.

23. I also started doing voice-overs again for TBN and taping announcements for some of their programs when our audio booth was completed in Portland. I have continued to do so since the Joy program production moved to Portland. TBN calls or faxes instructions for the voice-overs or announcements and I do them in our studio sound booth. NMTV bills TBN quarterly for this work, at NMTV's rate card rate of \$25 per voice-over plus expenses. Those expenses include, for example, overnight express charges, counter to counter airport delivery charges, costs of tape, etc.

24. When I got to Portland, I took Mrs. Duff's explanation of our purposes, and the implications of National Minority TV's name, seriously from the very

start. One of the first things I did was suggest to Mrs. Duff that the call sign of the station be changed from KTDZ to KNMT-TV for "National Minority TV." I have done little things, like put our policy concerning equal employment policy on the wall right by the front door, and place pictures of our directors on the walls close to the front door (except for Dr. Ramirez' picture, which I have asked for but not received). I have devoted a great deal of time and energy to fulfilling the minority-oriented purposes which Mrs. Duff described to me: to provide management opportunities for members of minority groups; and, to provide programming responsive to minority community needs featuring members of minority groups.

25. At times people have asked me how a company called "National Minority TV" can run a religious television station, or how can a religious station serve minorities. I tell people, of course, that KNMT-TV doesn't broadcast exclusively religious programming. But more to the point, I tell them that religious programming serves minorities in profound ways. In almost every minority community that I've known of the strongest institutions are the churches. The leaders of the community are the pastors of those churches. Through our programming we give recognition to and help strengthen minority churches and minority pastors. When the church

is strong in the minority community and ministers to the needs of the community, the young don't feel the need to be accepted by a gang, and fewer feel the need to deaden the pain with alcohol and drugs. Churches not only provide services like tutors for struggling students and child care for single mothers, they also give the minority community a sense of hope. We also try very hard to build bridges to the minority communities, and between minority communities. Much of our programming aims to free people from alcohol and drug addiction, encourages children to stay in school and respect their parents and elders, supports strong families, and features successful minorities as mentors and role models. In these ways our religious programming is designed to address what we perceive to be the most significant needs of minority communities.

26. Finally, as I tell people, we have a serious and ongoing commitment to recruit, hire, train and promote minorities on our station staff. We have made the commitment, in many instances, to hire minority group members who lack any experience in broadcasting and train them for the jobs they are to fulfill. It has been one of my personal priorities to get minorities in front of a camera. As of now, our station has eight full time employees, including myself. Of those, four are members of minority groups. This employment profile has remained

fairly constant while I have been the station manager. I hired a Japanese citizen, Shinobu Sakurai Chrisman, as an on air operator in May of 1990. Since that time she has been crossed trained as an Assistant Director, Cameraperson, and audio and has become the supervisor of our Assistant Directors. She works on Joy, Northwest Focus, and Northwest PTL. She is now on the production team for Vision 24, a new all-minority program described below, and will likely work on that program as an Assistant Director. En Park, a Korean-American, applied for a job here as an English major without any training of any kind in any area of broadcasting. She had never applied for a job at a radio or television station before. Miss Park expressed an interest in learning, however, and we hired her. She has served as my Assistant Producer on Joy for some time, and has been cross-trained as an Assistant Director. She has also appeared on-camera as the host of Northwest Focus, and will take on increasing on-air responsibilities.

27. Chris Warner is an African-American who first came to us as a part-time air-operator. Because he had some experience in the area, and wanted to, Chris has worked as a Floor Director, Audio Tape Operator, Cameraperson, and a Director. He has done so well in these capacities that he was promoted to Production Supervisor. Mr. Warner is a very able young man who is

both skilled and eager to learn. For some time I have thought that he could eventually fill my job as station manager. In the spring of this year I spoke with Mr. Warner about his plans and abilities, and told him that I thought he should aspire to my job. Since the Spring I have been training him to take over my job when I leave. He is also the leader of the team planning the production of Vision 24.

28. We hired a young African-American woman, Mona McDonald, in August as a part-time cameraperson. Miss McDonald had some experience in television, but despite the fact that she had experience and has a pleasing TV manner, she had essentially been out of work for a year when we hired her. We were delighted that she interviewed for the job, and told her that if she were hired by us that she could count on being trained for several jobs and being promoted to whatever job her talents and work qualified her for. When we were showing her around the studio she told me that she had been looking for a job for a year, and we were the first place that she had interviewed where she felt welcome. Miss McDonald has trained as an air operator, as an Assistant Director, as a Cameraperson; and, has helped Miss Park as an Assistant Producer. Miss McDonald is also a host of Focus. She is also on the production crew of Vision 24, as one of our hosts.

29. KNMT-TV has made concerted efforts to recruit and hire minorities from the station's inception. Attached to this testimony at Tab B is the Master List of recruitment sources when I became the station manager in January 1990. That list evolved over time, and a copy of the station's current list of recruitment sources is attached at Tab C. Attached at Tab D are representative samples of letters that the station has routinely sent to the recruitment sources shown in the Master Lists to recruit minority applicants for employment positions. (The letter dated May 27, 1992, at Tab D, page 7, was sent to job applicants who previously had expressed an interest in employment at KNMT-TV.) Included in Tab E are KNMT-TV's Filled Position Reports which show the station's recruitment and hiring history. (With respect to the reports that begin at Tab E, pages 17 and 19, the recruitment sources are those shown on the Master List.) Included in Tab F are representative samples of newspaper advertisements KNMT-TV has published to recruit job applicants, including advertisements carried in El Hispanic News and The Portland Skanner, the Portland newspapers that are oriented toward the area's Hispanic and African-American populations, respectively. We also publish job advertisements in the Asian Reporter to reach the Asian-American community.

30. Our efforts to hire and promote minorities at

our station have not gone unnoticed. Ken Bodie, a news reporter of KOIN-TV in Portland met our Assistant Producer, En Park, and myself at the Martin Luther King prayer breakfast which we were covering. Soon afterward KOIN-TV broadcast a news story segment broadcast on the "6 O'Clock News" on March 11, 1993, about KNMT-TV minority hiring policy. Although we cooperated with Mr. Bodie, the story was based on his research and his initiative. A complete and accurate videotape copy of Mr. Bodie's broadcast story is attached to my testimony at Tab G. A true and accurate transcript of the tape is attached at Tab H. Mr. Bodie's story is concrete evidence that NMTV's efforts to recruit and train minorities for broadcast management positions is being recognized by the community.

31. We likewise have been devoting a great deal of effort and energy to the production of local programming that is responsive to the needs of the minority communities in Portland, and which involve or feature members of minority groups as hosts and/or guests. This philosophy begins with Joy. I have been producing and hosting Joy for a number of years, and I have always tried to cover the problems of minority groups in my programs, and to feature members of minority groups as my guests. However, since the production of Joy moved to Portland, and I have had the production assistance of En

Park, we have placed more and more emphasis on the problems and needs of the minority community, and scheduled a great many more members of minority communities as guests. Joy is broadcast every day, Monday through Friday, at 6:00 a.m., and is one half hour long. We rebroadcast the top five Joy programs on Wednesday and Thursday mornings at 2:30 a.m. and 2:00 a.m., respectively.

32. Since we began production in Portland, the following is a list of the members of minority groups, including women (and their organizations), who have appeared on Joy, or minority issues that have been discussed on Joy (members of minority groups are indicated by an *): Jessie Salgado*, Friendship Unlimited; Dr. Virginia Phillips*, Give Us This Day, Inc.; Martha Raye*, Evangelical Ministries; Mary Harris*, Project Impact; Mark Maciel*, Calvary Chapel, Downey; Longsan Tzeo*, International Refugee Center of Oregon; Shari Braun* (remembering the Holocaust), Shony Records; Deanie Ferguson* and Debbie Harris*, Inside-Out Ministries (dealing with discrimination against women in the Church); Capt. Dan Noelle, Portland Police Bureau (discussing hate crimes and racial bias); Sam Pierce*, Minority Youth Concerns Action Program; Commander James Washington*, Young Americans Challenging High Technology; Wayne Perryman*, a theology professor and biblical

scholar; P.B. Wilson*, New Dawn Publish; Ron Bronski*, Song of Hope Ministry; Richard Probasco*, New Song Church; Bishop A.A. Wells*, Emmanuel Temple; Grace Lee*, Beauty for Ashes, International; Rebecca Black, King Neighborhood Facility (gang and youth outreach program); Herman Lessard, Jr.*, Urban League of Portland; John Parker*, Prison Ministries, Inc.; Lurlene Shamsud-Din*, Commission on Black Affairs; Mrs. Mary DuPain*, Garlington Mental Health Center; Hanh Ly*, International Refugee Center of Oregon; Melissa Delaney, Southeast Uplift Neighborhood Program (work with prevention of crime, particularly hate crimes); Jesse Ayala*, Vision Resources for Independent Living; Sandy Carter-Templeton, the Hispanic Program of Catholic Family Services; Officer Henry Groepper, Portland Police Bureau (Extortion crimes in Asian Communities); Al Roane*, Teen Challenge; Mary Lee Chin*, Paperboard Packaging Council; John Canda*, Youth Gangs Outreach Program; Ron Kenoly*; Henry Greenidge*; and Robert DeLabitoria*.

33. Likewise, we began producing Northwest Focus in August, 1992. The show is a public affairs show using an interview format. One of the very first Focus programs was hosted by an African-American woman, Dr. Virginia Phillips. Dr. Phillips in her programs focused primarily on the problems in the minority community, and her guests were all members of minority groups.

Unfortunately, Dr. Phillips moved to Battle Creek, Michigan for a time. I took over hosting Focus when Dr. Phillips left, and have hosted a good many Focus episodes telecast since that time. I have continued Dr. Phillips' emphasis on minority issues and guests. Dr. Phillips has returned from Battle Creek and began hosting Northwest Focus again on October 5. Focus is broadcast live twice a week on Wednesdays at 8:30 a.m. and Thursday at 9:00 a.m., and rebroadcast on Wednesday morning at 2:00 a.m. and Thursday at 2:30 a.m. At least one program a week focuses on the problems of the minority community, and features guests from the minority community. As I mentioned above, my Assistant Producer, En Park, has also hosted some Focus programs, and so has Mona McDonald. Dr. Shirley Wells, an African-American who is a community leader and a counselor for the Portland Christian Schools, also serves as a host.

34. Since we began production of Northwest Focus the following is a list of the members of minority groups (and their organizations), or issues they were commenting on, who have appeared on Northwest Focus (members of minority groups are indicated by an *): Dr. Boone Sumantri* Multi-Cultural Task Force; Sam Pierce*, Minority Youth Concerns Action Program; Jessie Salgado* Friendship Unlimited; Amelia Lanier*, minority restaurateur; Terry Cross*, Northwest Indian Child

Welfare Association; Sandy Carter-Templeton, the Hispanic Program of Catholic Family Services; Nate Hartley*, One Church, One Child; Dr. Mary DuPain*, Garlington Mental Health Center; Dick Campbell*, National Black Leadership Initiative on Cancer; Carol Chism*, The Center for Community Mental Health; Dr. Glandion Carney*, InterVarsity Ministries and Warner Pacific College; Curtis Scott* and Vernon Chatman*, Portland Urban League; Miltie Vega-Lloyd*, Oregon Council for Hispanic Advancement (O.C.H.A.); Salah Ansary*, Lutheran Family Service Refugee Program; Robbin Mayfield*, Youth Gang Graffiti Project; Linda Mitchell*, Mother Care; Chuck Hunt*; Lurlene Shamsud-Din*, the Commission on Black Affairs; Bernie Foster*, Skanner (African-American newspaper); Victor Leo*, Sponsors Organized to Assist Refugees; Delores Lytsell* and Loyce McCullough*, American Red Cross (discussed need for more African-American blood donors); Richard Twiss*, New Discovery Church; Dr. Seth Kofi Anyomi*, Western Conservative Baptist Seminary; Jack Cranford*, Chief Cornerstone Native Fellowship; Roy Libby*, Northwest Conservative Baptist Association; Bill Moore*, Portland Opportunities Industrialization Center, Inc.; Herman Lessard, Jr.*, Urban League of Portland; Michael Lindsey* and Virginia Champion*, Northwest Portland Bible College; John Rho*, Korean-American Grocer's Association; Dr. Alcena Boozer*,

Jefferson High School; Jesse Ayala*, Vision Resources for Independent Living; Hanh Ly*, International Refugee Center of Oregon; Bill Deitz*, Ecumenical Ministries; John Canda*, Youth Gangs Outreach Program; Gayle Rodgers*, The Confederated Tribes of Warm Springs; and Sylvia Everson*.

35. We likewise try to emphasize minority problems and needs, and feature minority groups on Northwest Praise the Lord. Northwest PTL began production in September, 1992, and is broadcast on Tuesdays and Fridays from 8:30 a.m. to 10:30 a.m. The Tuesday program is rebroadcast on Thursday morning from 12:00 to 2:00 a.m. The Friday program is rebroadcast on Saturday morning from 1:30 to 3:30 a.m. Northwest PTL is a show on which segments of music and religious testimony or preaching is interspersed with discussions of community issues. Trinity owns a copyright on the PTL format, but it is our program. We never submit any proposed topic or the guests to Trinity for approval. Interviews usually emphasize community problems and needs. We rotate six ministers and their wives as co-hosts of the program, and two of those couples are African-American. We go to great trouble to try to include African-American and other minority soloists and church choirs in the music segments of the PTL program. Many of the guests on the program are members of minority groups, and the programs

often focus on the problems and needs of the minority community.

36. Since we started production of Northwest Praise the Lord the following is a list of the members of minority groups (and their organizations), or issues they were commenting on, who have appeared on Northwest PTL (members of minority groups are indicated by an *): Martha Raye*, Evangelical Ministries; Tim Greenidge*, Greenidge Family Ministries; Ron Bronski*, Song of Hope Ministries; Terry Davis*, Mt. Olivet Baptist Church; Nate Hartley*, One Church, One Child; Rev. Sam Townsend*, pastor of Greater Glory Church of God and One Church, One Child; Ralph Greenidge*, Portland Rescue Mission; Zack Harris*, Friends of the Children; David Michael Carrillo*, Gentle Wind Music; Delores Dillard*, Warner Pacific College; Raul Gimenez*, Nuevo Dia Ministry; Richard Probasco*, New Song Church; Jessie Salgado*, Friendship Unlimited; Wayne Perryman*, theology professor; Bishop A.A. Wells*; Commander James Washington*, Young Americans Challenging High Technology; David Hopkins*, All Tribes Fellowship; Dr. Paul Okamoto*, a pacific chiropractor; Gabriele Rienas*, Christian Life Center; Phillip Nelson*, Allen Temple CME Church; Everette Hunter*, Cornerstone Consulting; Henry* and Esther Greenidge*, Irvington Covenant Church; Linda Garza*, Victory Outreach; Alberta Phillips*, Christian

Women Against Crime; Sonny Arguinzoni*, Victory Outreach; Sandra Cheeks*, Crisis Pregnancy; Wendell Wallace* and Ulf Spears*, New Azuza Christian Center; Dr. Boone Sumantri*, Rose City Nazarene Church; Donald Murphy*; Victor* and Sylvia DeLaGarza*; Bobby* and Ruth Mendez*; Zack* and Tracy Harris*. NW PTL has also featured predominately minority musical groups or choirs such as: Heaven Bound; Albina Christian Life Center Choir; Isaiah; and, His Song.

37. We also have a program for which we have taped segments, Vision 24, about which we are very excited. Vision 24 is a program about the issues and needs of Portland's minority communities written, produced and directed by the minority members of KNMT-TV's staff. As planned, after an opening and welcome segment, Vision will have a community news segment, focusing on the news of the minority communities, of roughly six minutes in duration called "In the Mix." Following that segment Vision will have a feature story of about seven minutes about some personality or issue of interest to the minority community. The show will then include a short cameo profile of a prominent member of the minority community in a mentoring role. Church news from churches in the minority community will take about five minutes, followed by a short segment on minority history or a profile of a minority group member from history. Once

again, the entire production is being written, produced and directed by KNMT-TV's minority group members. Chris Warner is leading the production team.

38. I have attached the Quarterly Programs/Problems list for the quarters since KNMT-TV has begun broadcasting local programming in Tab I. These lists show that KNMT-TV has made a concerted effort to be responsive to the needs of the minority community with its local programming.

39. NMTV and I have also done a great deal that is not broadcast with a view of helping the minority community, or improving the station's ties with the minority community. Since the opening of our studio, KNMT-TV has been involved in our "His Hand Extended" ministry. We regularly request our viewers to donate food products, clothing, and other items for distribution to the needy in the community. We have a volunteer staff member whose sole job is coordinating the collection and distribution of these items to the needy. Of course, many of the needy in our community are members of minority groups. I have attached at Tab J the monthly reports for His Hand Extended through June, 1993. These records show that over this time period HHE helped 1,474 individuals, handed out over 6,880 pieces of clothes, and distributed other miscellaneous items from a microwave oven to blankets to the needy.

40. I have been a guest speaker at Pastor V'ance Easter's inauguration as the pastor of the predominantly African-American First Thessalonian Church. KNMT-TV has allowed the predominantly African-American North Portland Bible College to use our building and our phone banks to contact students and canvas potential enrollees. We have covered the Martin Luther King Prayer Breakfast for the last two years, and we taped the program for later broadcast this year. I have several times discussed the possibility of starting a minority internship program using the students of Jefferson High School with the school's dynamic principal, Dr. Alcene Boozer. We have discussed an internship program in which the members of Jefferson's broadcast class would visit the station as part of their class instruction and review all aspects of station operation. During the next segment students would choose what job they thought they could do and train with that person. During the last segments the students would produce a program for broadcast on the station under the supervision of their station mentors.

41. I have also asked several people to serve on our Minority Advisory Board when it is established. The individuals I have asked to participate include: Bishop A.A. Wells, an African-American pastor of Emmanuel Temple; Dr. Virginia Phillips, an African-American woman of One Church, One Child; Dr. Shirley Wells, an African-

American woman counselor and educator; and, Pastor A'Vance Easter, an African-American pastor of the First Thessalonians Church. KNMT-TV's Minority Advisory Board would include prominent members of Portland's minority communities, and would meet quarterly to critique the station's programming, discuss areas that the station's programming should cover and individuals and organizations that should receive recognition, help identify minority hosts and guests for KNMT-TV programming, and generally strengthen the station's ties with the minority communities. When I reported on my plans to form the Advisory Board at an NMTV Board meeting, Dr. E.V. Hill suggested that I contact Rev. O. B. Williams, a leader he knew from the Portland community, about serving on the Board. I did speak with Rev. Williams, but unfortunately, he has since passed away.

42. I have also devoted a great deal of personal time, on KNMT-TV's behalf, to organizations that are responsive to minority needs. For example, I am a member of the diversity "networking" committee for the Portland Metropolitan Human Rights Commission. I was also nominated this year for the "Russell A. Peyton Award," given each year by the Metropolitan Human Rights Commission to the person who has shown an outstanding commitment and service to protecting the rights of all